

Segment 5A – Participative Decision Making

The speaker represents Iowa's BCLUW and GMG Districts.

As Harry talked about, probably about March of 2003 we felt we had the board pretty much out in front. They knew what we were doing. So we were ready to get started working on a specific initiative, and that's where the formation of the district leadership team came in. Both districts have their own team, but most of the four days—and the two days that Harry's going to talk to you about—we worked together, [and] sometimes split off district-specific. But most of the time we had these district leadership teams working together in their training. Both leadership teams have about eight to ten people, plus administrators.

Just as a point of reference, GMG is a district of about four hundred fifty kids [from] two buildings. We had seven teachers and two administrators. BCLUW is a district of about six hundred seventy-five kids, and we have about eight people on that, plus three administrators, and I am on both teams.

We did a couple things early on: First of all, we met with the principals. I want the principals to choose the people for the district leadership team. These are our bench marks that we want to look at: We want to look at people who are going to be positive, because we knew that six or eight months down the road, whenever we began our initiative, these positive ones are going to go to the other staff—a “carrying the water” kind of thing. And they're the ones that are going to be out front as facilitators of small committees, and they were actually going to be the leaders within their particular buildings.